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SURVEY
OF
BALTIMORE CITY
CONSTRUCTION SITES

RESOURCE CENTER

Prepared By

BALTIMORE COMMUNITY RELATIONS COMMISSION
210 North Calvert Street
Baltimore, Maryland 21202

RESOURCE CENTER
COMMUNITY RELATIONS COMMISSION

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Publications

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JANUARY 1, 1967 -- MARCH 3, 1967

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In order to comply with the Mayor's request, the Staff of the Community Relations Commission met with representatives of all City Departments involved in construction contracts. From these meetings emerged a list of current construction projects which formed the essential element of the survey.

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and March 3, 1967 were compiled from the monthly publications of the Bureau of Building Construction. A supplementary list was compiled from the minutes of the Board of Estimates. Other sources used to amend and update the master list were the work-in-progress reports supplied by the individual agencies for which construction was done. These agencies were: the Baltimore Urban Renewal and Housing Agency, the Department of Education, the Department of Aviation, the Department of Recreation and Parks, the Bureaus of Electrical and Mechanical Services, Highways, Sewers, Water Supply, Building Inspection and Building Construction.

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On January 26, 1967, Questionnaires were sent to forty (40) contractors performing work on city construction and demolition contracts. These contractors were also supplied extra copies for use by their sub-contractors. Thirty-eight (38) of the contractors responded. Two (2) contractors had concluded City business. Sixty-three (63) sub-contractors responded.

The questionnaire requested information regarding discriminatory practices in applications, policies of limitations through quota systems, preferences of individuals in employment, sources of recruitment, insertions of provisions in contracts with respect to unlawful practices, posting of notices, and a break-down of employees by job category and race.

All contractors answered in the negative on the questions of discrimination in hiring practices. The sources of recruitment were generally listed in the following order: Newspaper Ads, Employment Agencies, Employee Referrals, Union Referrals and the Maryland State Employment Service with

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Posting of the wage scales and the anti-discrimination notices was carried out generally. Problems with these postings will be discussed in the concluding statements.

CHARTS OF THE EMPLOYMENT FIGURES

The five charts accompanying this report show graphically the deployment of Negroes throughout the survey as compiled from the questionnaires and the "on-site" tabulations.

Charts No. 1 and 2 contain numerical and percentile break-downs by job categories, skills, and race. These **figures** show that first-class skilled workers constitute 49.4% of the total work force, skilled second-class 9.0%, semi-skilled 17.2%, and unskilled workers 24.4%. These percentages include all persons employed during the January 30 -- March 3 survey period.

Chart No. 3 lists by job-category, skill, race and type of contract, numerical totals supplied by Prime Contractors.

Sub-Contractors' employees, usually representing specialized crafts, are reported in Chart No. 4. The employees are listed numerically by job category and race. Chart No. 5 deals with the "on-site" head count of

employees actually seen at work during the survey.

The questionnaire reports show that Negro employees represented in overall employment by skills form 10.2% of the skilled first-class workers, 40.3% of the skilled second-class category. Negroes employed as semi-skilled workers comprised 55.5% of the total, and unskilled workers 74.9% of the total work force.

No Negroes were reported employed among the iron and steel workers and painters. Only 2 out of 57 Negro employees were reported among the electrical workers. Only one apprentice, a two-year cement finisher, was found working for a contractor.

THE ON-SITE INSPECTIONS

A total of sixty-five (65) job locations were visited and inspected in the survey. Although this encompassed the fifty-six (56) sites designated for the survey, the additional number of visits was often necessary because of geographic separation of activity on the same construction contract, and includes "call-backs" to jobs temporarily suspended because of weather conditions.

Seven (7) contracts had been completed and the projects were in use or awaiting final city inspection at the time CRC investigators called. Thirty-two (32) construction jobs were found in various degrees of completion. Seven (7) construction jobs were found inoperative. Six (6) construction sites on which work had begun were suspended because of inclement weather, regular winter shut-down, or because of landscaping, drainage conditions, etc. CRC investigators encountered four (4) contracts that were to be completed before the survey inspection cut-off

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Negro employees questioned in the survey were familiar with complaint procedures and the wage scales of the agencies for which work was being done. Most employees questioned expressed satisfaction with the availability of work and conditions of employment.

The investigators found no obvious indications of discrimination, nor did they hear any complaints with racial overtones. Employers almost invariably said that they were only interested in qualified and reliable men, regardless of race, many lamenting the shortage of available mechanics.

An actual head count of all employees in all job categories seen at work during the survey totalled 315 men. Of this total, white employees numbered 169 or 53.6%, and non-white employees numbered 146 or 46.4%. Chart No. 5 shows a break-down by crafts of the white and non-white skilled first and second class mechanics. There are, of necessity, omissions in this count, as results of the inspections conducted on a given day could be badly distorted by a comparative inspection of the same site only a few days later, since the group of men seen at the site might very well have completed their phase of the work and a new crew would be working on a different phase.

Itinerant Negro mechanics who knew of construction jobs could travel about during favorable weather and often be hired on the spot for a day, or part of a day's work. There is some question as to whether this would exist under year-round conditions. The on-site inspections were conducted in mid-winter, a difficult time to give a true picture of white -- non-white ratios of employment because of winter weather conditions, the resulting

problems of the on-off nature of construction, and the necessity to work under cover during most of that time of year.

Problems encountered during the survey involved a lack of provision and distribution of uniform statements or notices explaining the non-discrimination prohibition in the ordinances affecting City contractors and apathy in attitudes of some contractors' foremen toward posting the notices. Some claimed that "employees already know", others said, "we don't discriminate". Many foremen and supervisors in the field stated that they did not know where to obtain the notices. Some felt that the Federal equal employment posters satisfied the requirements of the City. Some job sites were not feasible for central and permanent posting of the notices, i.e., no permanent structures on many locations due to the type of construction. Vandalism of temporary shacks and other construction facilities often contributed to the destruction of the notices.

Survey investigators distributed by hand approximately seventy (70) Community Relations Commission Ordinance No. 103 posters in lieu of the specific departmental posters formerly provided.

CRC staff believes that among other things, the survey results point up the continuing problem of a lack of Negro apprentices in most of the crafts in the building industry. The predominance of Negroes in the two lower job categories and their total absence from some crafts indicate an urgent need for a positive program to assure true equal opportunity in all these areas of employment.

RECOMMENDATIONS

The results of this survey lead us to believe that the following recommendations would be helpful in assuring equal opportunity in the

area of crafts and the building industry:

1. That the City inspectors assigned to various projects be given the responsibility of making certain that contractors abide by the provisions of the City's anti-discrimination clause as those provisions relate to the construction site.

2. That there should be a conference involving successful bidders, representatives of the Community Relations Commission, and the "on-site" inspectors, for the purpose of pointing out the provisions of the contract relating to discrimination; and also, for the purpose of providing assistance to the contractors in terms of carrying out the intent of the clause,

3. That the agency awarding contracts make a particular effort to persuade successful bidders to utilize Negro apprentices as well as Negro mechanics.

4. That a standard poster be prepared by the Bureau of Building Construction for distribution to all successful bidders on City contracts. The Community Relations Commission is willing to assume responsibility for developing the content and language of such a poster.

CHART #1

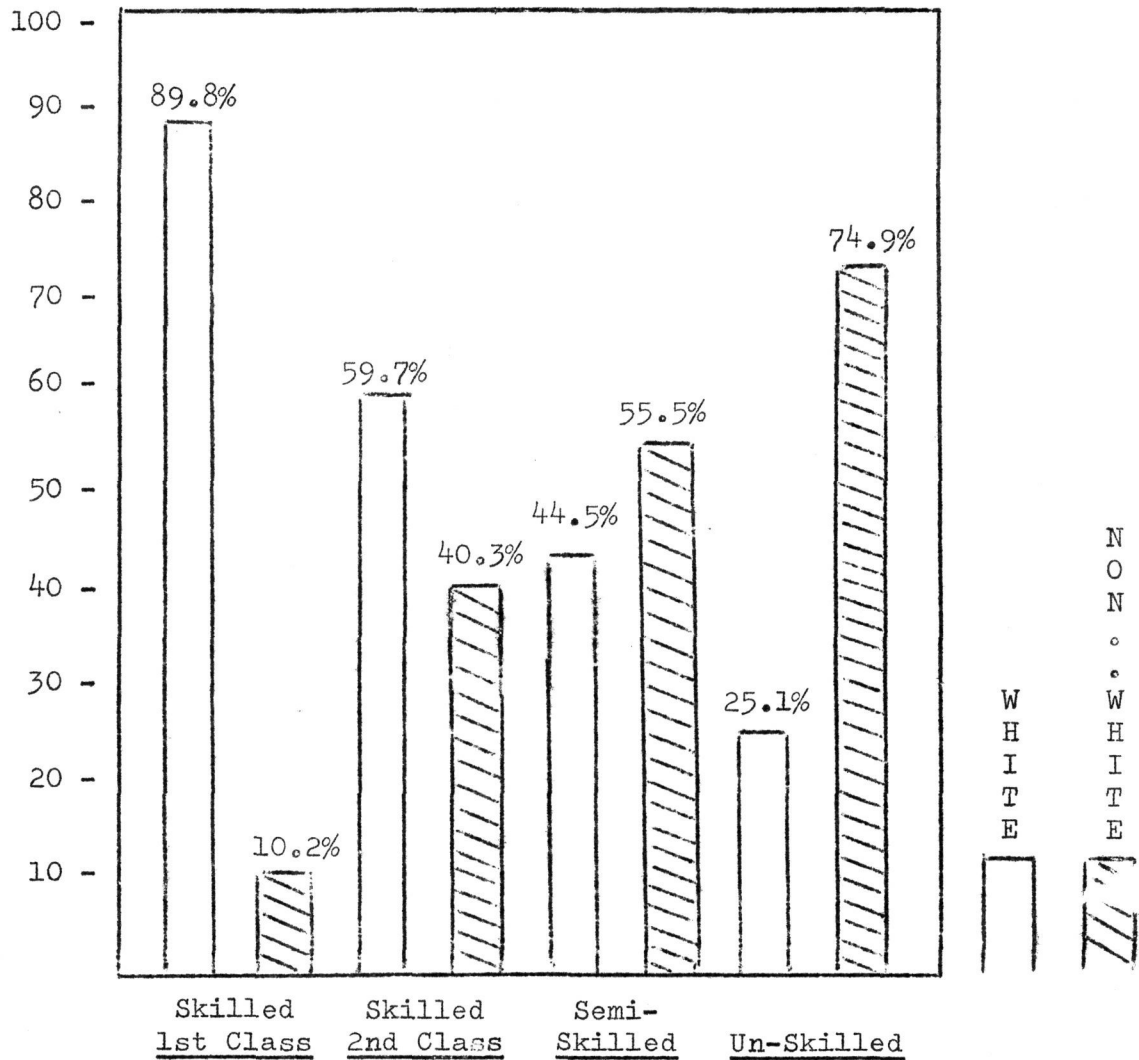
EMPLOYMENT FIGURES BY JOB CATEGORY AND RACEPRIME CONTRACTORS AND SUB CONTRACTORS

BASED ON QUESTIONNAIRE RETURNS FOR PERIOD JANUARY 30 - MARCH 3

Job Category	White	Per- Cent	Non- White	Per- Cent	Totals	% of Job Category in Total Work Force
<u>SKILLED 1ST CLASS</u>						
Prime Contractors	107		23		130	
Sub-Contractors	471		49		520	
Sub-Totals	636	89.8	72	10.2	708	49.4
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Sub-Contractors	82		74		156	
Sub-Totals	110	44.5	137	55.5	247	17.2
<u>UNSKILLED</u>						
Prime Contractors	28		163		191	
Sub-Contractors	60		99		159	
Sub-Totals	88	25.1	262	74.9	350	24.4
TOTALS	911	64.3	523	35.7	1434	100.

CHART #2

PERCENTILE RATIOS OF OVERALL EMPLOYMENT (ALL CRAFTS)
BY PRIME CONTRACTORS AND SUB-CONTRACTORS
BASED ON QUESTIONNAIRE RETURNS FOR PERIOD JANUARY 30 - MARCH 3



NUMERICAL RATIOS OF TOTAL EMPLOYMENT (ALL CRAFTS)

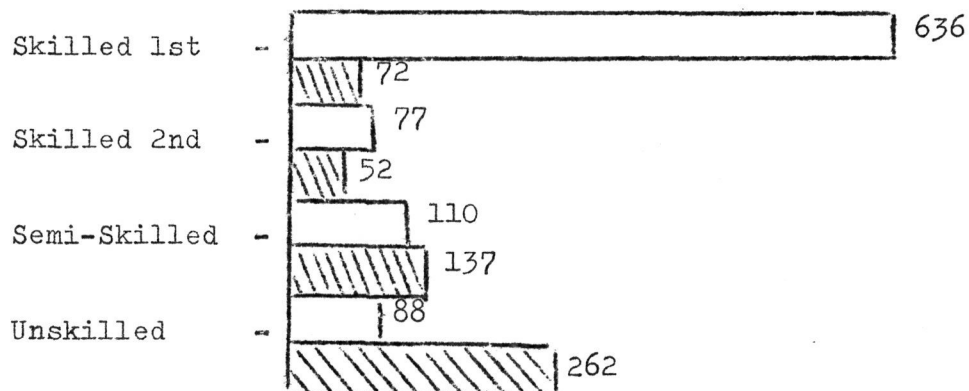


CHART #3

JOB BREAKDOWN BY SKILLS AND TYPE OF CONTRACT
PRIME CONTRACTORS COMPILED FROM QUESTIONNAIRE

<u>TYPE OF CONSTRUCTION</u>	<u>SKILLED 1st</u>		<u>SKILLED 2nd</u>		<u>SEMI-SKILLED</u>		<u>UNSKILLED</u>		<u>TOTAL</u>	
	White	Non- White	White	Non- White	White	Non- White	White	Non- White	White	Non- White
General Contractors -- Builders -- Ing. Construction	86	11	11	14	13	23	12	106	122	154
Concrete Surfacing and Paving	20	8	10	14	5	15	1	48	36	85
Pointing and Cleaning	0	0	0	0	0	1	3	8	3	9
Landscaping	1	1	1	2	0	2	0	2	3	7
Demolition and Wrecking	6	4	1	2	4	21	2	22	13	49

CHART #4

JOB BREAKDOWN BY CRAFTS AND SKILLS

SUB-CONTRACTORS - COMPILED FROM QUESTIONNAIRES

TRADES OR CRAFTS	SKILLED 1st		SKILLED 2nd		SEMI-SKILLED		UNSKILLED		TOTAL	
	White	Non- White	White	Non- White	White	Non- White	White	Non- White	White	Non- White
Iron Workers	35	0	4	0	2	0	1	0	42	0
Elec. Workers	50	0	6	0	0	1	1	1	57	2
Painters	12	0	0	0	0	0	0	0	12	0
Floors and Ceilings	45	14	0	0	3	12	0	10	48	36
Tile and Terrazzo	4	0	3	0	7	2	0	0	14	2
Stressed Concrete	9	1	0	0	29	21	30	24	68	46
Masonry	18	3	0	6	0	1	0	2	18	12
Marble and Granite	3	0	3	0	5	4	0	1	11	5
Heating and Ventilation	7	0	0	0	2	0	0	1	9	1
Storm Drains -- Sewers	1	0	1	1	0	0	0	0	2	1
Cabinets and Woodwork	19	4	0	1	0	4	0	2	19	11
Fencing	2	0	2	3	1	8	0	20	5	31
General Con- tractor - Bldr.	158	0	0	0	11	12	22	34	191	46
Mechanical	5	0	0	0	1	0	4	1	10	1
Demolition	1	1	1	2	2	9	1	17	5	29
School Equip. Installations	23	0	9	0	5	4	0	2	37	6

CHART #5

ACTUAL HEAD COUNT OF EMPLOYEESIN ALL JOB CATEGORIES SEENAT WORK DURING THE ON-SITE SURVEY

Total White Employees	-	169	(53.6%)
Total Non-White Employees	-	146	(46.4%)
TOTALS	-	315	(100.0%)

CRAFTS	Skilled 1st and 2nd Class Mechanics	Skilled 1st and 2nd Class Mechanics
	WHITE	NON-WHITE
Bricklayers	16	15
Heavy-duty Equipment Operators	9	3
Labor Foremen	14	4
Pipe Fitters	0	5
Carpenters	31	2
Floor and Ceiling Workers	10	2
Roofers and Water Proofers	1	3
Painters	4	0
Plumbers	5	0
Electricians	12	0
Steel Erectors	5	0
Welders	3	0
Sheet Metal Workers	4	0
TOTALS	114	34
	(77.0%)	(23.0%)

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S U R V E Y

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B A L T I M O R E C I T Y

C O N S T R U C T I O N S I T E S

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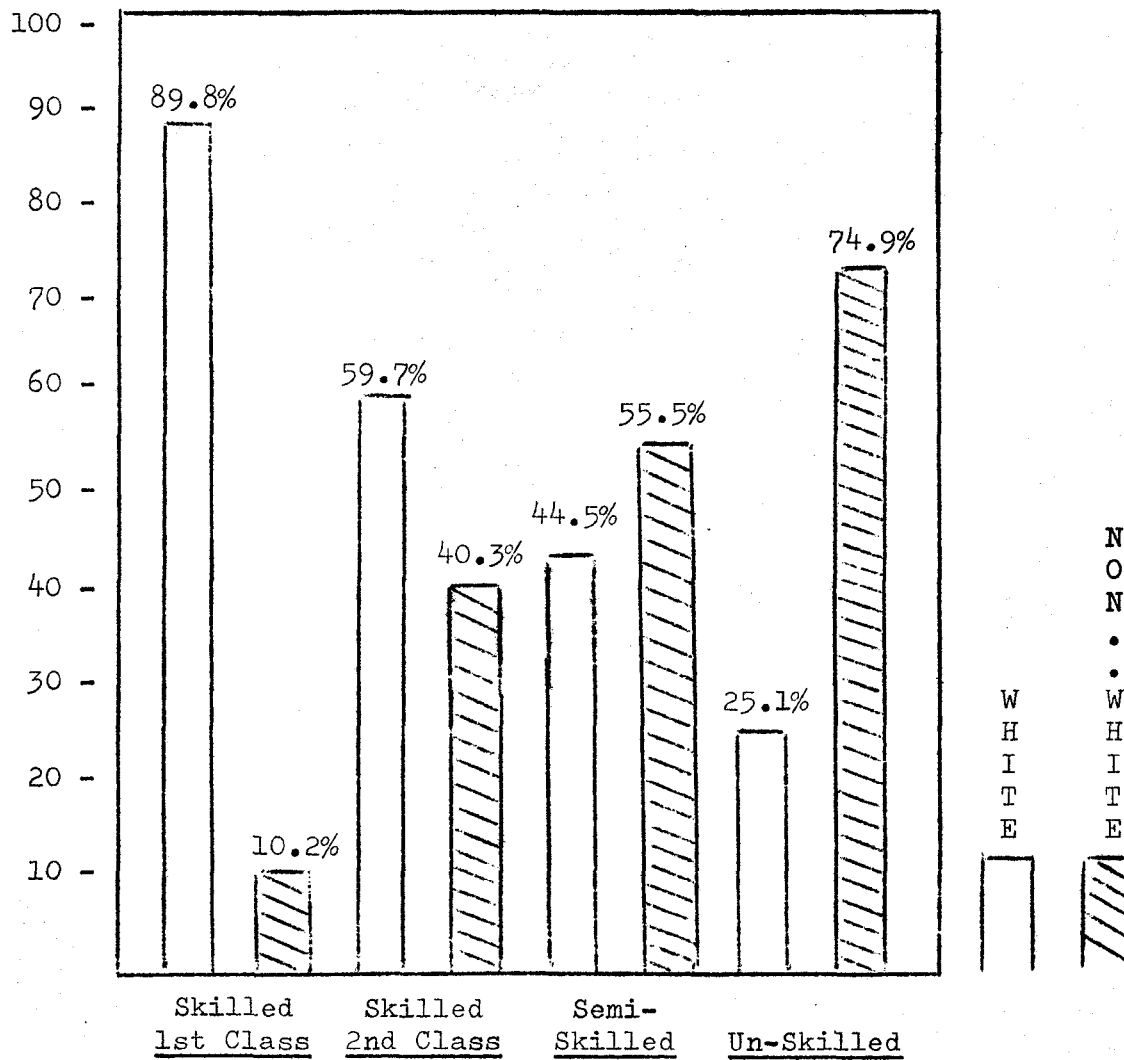
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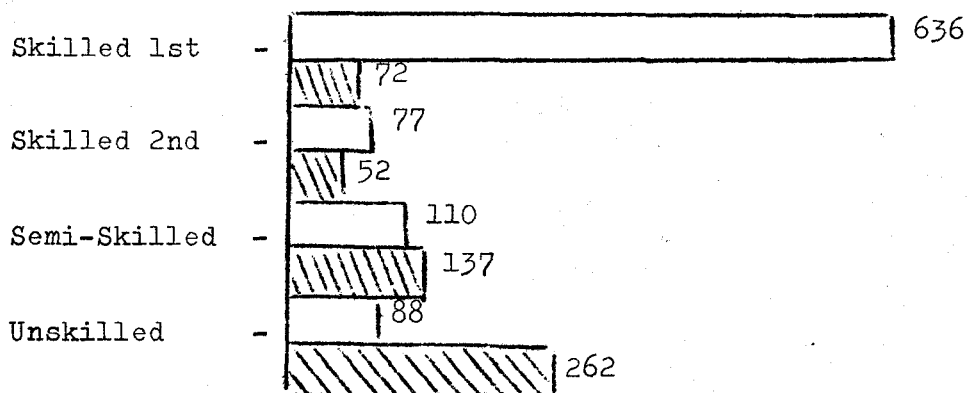


CHART #3

JOB BREAKDOWN BY SKILLS AND TYPE OF CONTRACT
PRIME CONTRACTORS COMPILED FROM QUESTIONNAIRE

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Landscaping	1	1	1	2	0	2	0	2	3	7
Demolition and Wrecking	6	4	1	2	4	21	2	22	13	49

CHART #4

JOB BREAKDOWN BY CRAFTS AND SKILLSSUB-CONTRACTORS - COMPILED FROM QUESTIONNAIRES

TRADES OR CRAFTS	<u>SKILLED 1st</u>		<u>SKILLED 2nd</u>		<u>SEMI-SKILLED</u>		<u>UNSKILLED</u>		<u>TOTAL</u>	
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Demolition	1	1	1	2	2	9	1	17	5	29
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CHART #5

ACTUAL HEAD COUNT OF EMPLOYEES

IN ALL JOB CATEGORIES SEEN

AT WORK DURING THE ON-SITE SURVEY

Total White Employees	-	169	(53.6%)
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Labor Foremen	14	4
Pipe Fitters	0	5
Carpenters	31	2
Floor and Ceiling Workers	10	2
Roofers and Water Proofers	1	3
Painters	4	0
Plumbers	5	0
Electricians	12	0
Steel Erectors	5	0
Welders	3	0
Sheet Metal Workers	4	0
TOTALS	114 (77.0%)	34 (23.0%)

